taken up. The proposal for the opening up of a canal connecting Kunnamkulam with the Conolly canal has unfortunately been turned down by the Madras Government. As a result of representations recently made to me at Kunnamkulam Government propose to reconsider this matter. Provision has been made in the budget for the taking on hand of some of these schemes almost immediately.

Work of Advisory Committees.

12. The experiment of associating Advisory Committees of this House with the administration of the various departments is already proving successful. The four committees that were set up by this House have each held one meeting so far. In addition to the many proposals made by the members of these committees Government placed for consideration of these committees many schemes and proposals. Altogether 70 resolutions were passed by the four committees. Of these resolutions 35 have been accepted by Government and 26 resolutions are still pending consideration of Government. Government were so far unable to accept only 9 of these resolutions. This is the surest proof of the influence that the deliberations of these committees have upon the day to day administration of Government. It is hoped that as the committees themselves gain more experience they would become more useful partners with the Government in the administration of the State. The responsiveness of Government to Public opinion is again indicated by the measures adopted in response to resolutions passed by this House about the grievances of the arecanut growers. It was as a result of a resolution of this House that Regulation I of 1110 was repealed and this measure has been followed up by the decision of Government to give licenses for the opening of more arecanut markets at different convenient centres in the State. During the many discussions that were held in this House on this subject it was urged by almost every non-official Member that the licensing of more markets would set up the forces of competition and thereby enable the arecanut growers to secure better prices for their commodities. Government have been impressed with the arguments advanced in support of this contention and a decision has already been taken to license more markets from the beginning of Chingom 1112. I hope that this facility will go a long way in helping arecanut growers.

Recruitment to Public Services.

13. There is one other subject which has been brought

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forcibly to the notice of Government for some time past and about which Government are now in a position to announce a decision. The demand for the appointment of a Public Services Commission and for the framing of rules to regulate recruitment on a communal basis has been repeatedly made both inside this House and outside. It has been repeatedly stated on behalf of Government that it is the policy of His Highness' Government to give equitable representation to all classes of His Highness' subjects in the public services of the State. In spite of this assurance and the declaration of policy underlying this assurance it has been felt that in the absence of well defined principles regulating recruitment there will always be the suspicion that the interests of certain communities do not receive adequate consideration at the hands of the authority responsible for recruitment. Apart from this the fact that many of the appointments in the lower grade were made by the respective Heads of Departments made it difficult to have a co-ordinated policy. Government have been giving very careful and anxious thought for the consideration of this problem. After giving very careful consideration Government have now taken a decision which will be issued in the form of Proceedings in the course of the day. Copies of these proceedings will be made available to the Honourable Members this evening. I may however indicate here briefly the salient features of the scheme finally adopted by Government. The demand for a Public Services Commission and rules based on communal representation has taken shape in other places in the form of (1) the constitution of a Public Services Commission, (2) the institution of a system of examination and (3) the fixing of the representation of the various communities in the services. Ever since I applied my mind to the study of this problem in this State I have felt that the machinery of a Public Services Commission and the institution of competitive examinations will be too costly a machinery for a small State like Cochin. It has therefore been decided to substantially achieve these results without having a regular Public Services Commission. Government have now decided to resume in their own hands the recruitment for Public services except the appointment of peons, masapadies and other menial servants. In discharging this function Government will be advised by a Staff Selection Board consisting of three officers of Government nominated from time to time. In tendering their advice the Staff Selection Board will be guided by the rules embodied in the Government Proceedings in question. The services in the State will

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be divided into two categories (1) a higher division consisting of all appointments carrying an initial salary of Rs. 100 and more exclusive of allowances and (2) the lower division consisting of all appointments the initial salary of which is below Rs. 100. The recruitment to the higher division will be as it is done at present; namely based on merit and made either by direct recruitment or by promotion from the lower division. The recruitment for the lower division will in future be made strictly on the principle of communal representation as embodied in the Government Proceedings. There will be no competitive examination but the selection will be made on the basis of minimum qualifications which will be prescribed for all services. It must be clearly understood that no departure will be made from the requirements relating to minimum educational qualifications. I am emphasising this point in view of the tendency that I have observed amongst the applicants from backward communities who expect to be exempted from the possession of minimum qualifications also. Such exemptions on any considerable scale will ultimately result in the deterioration of the services as a whole. While the interest of every community has been safeguarded by ensuring to that community a certain percentage in the recruitment to the lower division every applicant to whatever community he might belong should nevertheless satisfy the requirements relating to minimum educational qualifications. The rule relating to communal representation will apply only to initial recruitments and not to promotions which will continue to be made on the ground of efficiency. The classification of the communities for the purpose of representation presents a very perplexing problem. The basis on which the classifications has to be made and the percentage that has to be given to each community are problems which present serious difficulties. Obviously it is impossible from a practical point of view to ensure representation to every one of the numerous communities which compose the population of the State. At the same time broad classifications have to be made and recognised with a view to ensure communal justice. After very anxious thought Government have decided to classify all the communities into 11 categories as follows:—

(1) Nayars
(2) Tamil Brahmins
(3) Ezhuvas
(4) Pulayas

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(5) Other Hindus
(6) Other Hindus comprising backward and depressed classes
(7) Romo Syrians
(8) Latian Catholics
(9) Other Christians
(10) Mussalmans
(11) Jews, Anglo-Indians and other minorities.

For purposes of representation in the service all the communities will be brought under one or other of the 11 classifications. In fixing the percentages that are to be given to each of these classifications Government have been guided by the population strength of these communities with certain necessary adjustments and modifications based upon the status of the community, the availability of suitable candidates and other factors. Any scheme fixing the percentages may be criticised from one point of view or another. After taking all factors into consideration Government have decided to fix the percentages for each of the communities as follows:—

Communities.	Percentage.
Nayars	16
Tamil Brahmins	4
Ezhuvas	20
Pulayas	4
Other Caste Hindus	10
Other non-caste Hindus	14
Romo-Syrians	12
Latin Catholics	6
Other Christians	6
Muslims	6
Jews Anglo-Indians etc.	2

The unrepresented communities have entertained one serious apprehension in the working of any scheme of communal representation. There are in various departments a number of men who are holding acting appointments and it is the usual practice at present to give preference to such acting men to permanent vacancies. It has been represented that if this policy of giving preference to acting hands is to be continued it will postpone the effective operation of this scheme for

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many years. Government fully realise the force of this argument. It has therefore been decided that acting service *per se* will not entitle any person to any preferential treatment. When the turn for any community comes acting hands belonging to that community will get preferential treatment over new applicants belonging to the same community. It is intended to bring this scheme into operation early in 1112. I hope that with the introduction of this scheme there would be greater contentment amongst all classes of His Highness' subjects in the matter of getting opportunities for entering the public service and that we shall not have complaints of discrimination directed against any community. I hope that this solution will bring in communal peace and harmony.

Questions and Answers.

Stipends—Education Department—Delay in disbursement of.

1. **Mr. Shabdai S. Koder.**—Will the Government be pleased to state:—

(a) whether the attention of the Director of Public Instruction has been drawn to the hardships caused to poor students who get their stipends after the fees days;

(b) if the answer is in the affirmative, what action has been taken?

Rao Sahib I. N. Menon.—(a) No complaint of a general nature has been brought to the notice of the Department since 1105.

(b) A circular was issued in 1105 asking the heads of schools to submit the scholarship and stipend bills *precisely* on the 1st of every month so that the bills may be cashed and the amount disbursed before the fee date. Whenever specific complaints were received after that the heads of schools have been warned to be careful to avoid delay.

Mr. Shabdai S. Koder.—Were any complaints received from the College students?

Rao Sahib I. N. Menon.—I remember the case of one college student. The difficulty in that case was that money had to be sent outside the State which means the forwarding of the bill to the Comptroller, getting a cheque and sending it registered to Madras or elsewhere, and that is the only case.

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